DOCUMENT RESUME

ED 045 045 HE 001 883

AUTHOR	Minturn, Leigh
TITLE	Inequities in Salary Payments to Faculty Women.
INSTITUTION	Colorado Univ., Boulder.
PUB DATE	25 May 70
NOTE	6p.; Memorandum
EDRS PRICE	EDRS Price MF-$0.25 HC-$0.40
DESCRIPTORS	*Faculty Promotion, Females, *Higher Education, Promotion (Occupational), *Salaries, *Social Discrimination, *Women Professors
IDENTIFIERS	Boulder, *Colorado University

ABSTRACT

This report contains comparative statistics for salary payments to men and women in the Arts and Sciences College of the University of Colorado in Boulder. There are overall discrepancies between salaries of men and women of comparable rank, with the size of the discrepancy increasing with rank. Ten percent of the associate professors are women, but only 5 percent of the full professors, indicating that women are "frozen" at the associate level. The argument that women's salaries are low because of inferior performance is refuted by the fact that in no case is a woman earning the lowest salary of her rank. (AF)

ED 045045

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
OFFICE OF EDUCATION
THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL OFFICE OF EDUCATION POSITION OR POLICY.

Memorandum

May 25, 1970

To: Women faculty members in the Arts and Sciences College of ranks 1, 2 and 3

From: Leigh Minturn, Professor, Psychology

Re: Inequities in salary payments to faculty women

Several faculty women have held informal meetings this spring to evaluate the salary situation for women faculty. I volunteered to compile the comparative statistics for salary payments to men and women. A table summarizing these statistics is enclosed. Since the figures for totals and men are computed from the September 16, 1969 analysis of faculty salaries on the Boulder Campus, comparisons have not been made for the Denver Center or for Colorado Springs. Since the great majority of women are in the College of Arts and Sciences, I have restricted these figures to that college. There are not enough women in other colleges to compute stable averages.

The figures for male salaries have been extracted from the total figures, since the official report does not list salaries of men and women separately. This was done by multiplying the total average salary, by the total number of faculty members of that rank. This figure, presumably, represents the total income upon which the men is based. The total salary of all women of that rank was subtracted from this figure and the difference redivided by the number of men of that rank. Since these figures are, therefore, derived they are approximations. They should, however, be exact to the nearest $100.

For those of you who may not be familiar with statistics, the median score is obtained by listing the salaries from highest to lowest and counting to the middle score, or in the case of an even number of scores, a figure representing the midpoint between the two middle scores. The median salary for associate and assistant professors was obtained by the latter procedure. The sixth and seventh scores of women associate professors of the ranked distribution were $11,700 and $11,900 respectively. Therefore $11,800 represents the most reasonable middle figure, although no one actually earns that salary. The median salary for assistant women professors represents a midpoint between $10,000 and $10,350. In salary distributions, where a few high salaries can raise the average considerably, the median is a more representative measure of the usual or average income than the mean, particularly where the number of cases being examined is small. This point is illustrated by a comparison of the three means computed for women professors. The mean income of the ten women holding this rank is $15,417. However,

HE 001 223

four of these women are departmental chairwomen. While their salaries are high for professors, they are low in comparison to chairmen. The mean income for the six women professors who are not chairmen is $14,526. The distribution of women's salaries, shows that one woman professor (who is not a chairwoman) earns over $19,000 while no other woman professor earns over $18,000. If this salary is also subtracted, the mean income of the remaining five women professors is $13,586. The latter two figures are closer to the median women profesors' salary of $14,000 than the total mean of $15,417.

Obviously, there is an overall discrepancy between the salaries of men and women of comparable rank. More than this, the size of this discrepancy increases with rank, it is smallest for assistant professors and largest for full professors.

The increasing salary discrepancy is, in fact, greater than indicated by these figures, because of the disproportionate number of women with long term service in low ranks. This may be seen in summary in the table comparing the mean salaries of women, and their length of time in their rank. Three women assistant professors have served for 12, 13 and 22 years. The large differences in time in service at the associate and full professor levels occur because of a peculiar gap in the years of service for these ranks. None of the presently employed women associate professors were hired between 1948 and 1961, while none of the full professors were hired between 1956 and 1963. It so happens that one half of the women in each rank were hired subsequent to 1961 or 1963, while the other half were hired prior to 1948 or 1956. The table shows, then, that six of the 12 women associate professors have served for 22 years or more, and would most probably have been promoted were they men. It further shows that the recently hired women full professors are making an average of $1,469 more than those who have been here longer.

Clearly these figures refute the rationalization that discrimination against women is justified by our greater drop out rate, since the discrimination increases as our performance record improves. The drop in women from 10% at the associate professor level to 5% at the full professor level can be attributed to the excessive number of women "frozen" at the associate level.

The argument that women's salaries are low because our performance is inferior is refuted by the information on lowest salaries. In no case is a woman earning the lowest salary of her rank. Furthermore the faculty woman earning the highest woman's salary is, relative to her reputation, probably the single most underpaid woman on campus.

However, these data are incomplete without vita information. Therefore, I urge all of you who are interested in this problem to send me your most recent vitas. If you think that your individual salary is low, you

should compare your vita with that of a man in your department who has a comparable rank and service record. Salary recommendations are made by chairmen, so that is the place to start.

I would also welcome any comments concerning service problems you may have encountered. Salary advancement is made in terms of publication, teaching and service on committees. The latter two criteria are in part controlled by our chairmen. Some of us have had the experience of being consistently turned down when we volunteer for committee work. Further the procedures for evaluating and reporting teaching excellence are often unclear and leave considerable room for interpretation by the chairman. Finally, I am enclosing two copies of the tables. I urge you to give one copy to your chairman, and to let us know his reaction.

Discrimination against women is now illegal under Title VII of the 1964 Civil Rights Act. This discrimination obviously extends to the hiring of women, as well as to their salaries. On the Boulder Campus, as a whole, 72 women having the rank of assistant professor and above exclusive of medicine, nursing and P.E. Nursing, medicine and P.E. account for another 61 faculty women.

At the full professor rank, exclusive of nursing, medicine and P.E. there are nine women. Nursing, medicine and P.E. account for another nine women professors.

The May issue of Science contains an article entitled "Discrimination: Women Charge Universities, Colleges With Bias." This article describes a lawsuit brought against four three-year colleges and universities to cut off federal funds until these institutions rectify their discriminatory practices against women. It would appear from these figures that such action could be taken at C.U.

If any of you are interested in joining our group on problems of University discrimination against women you may call me at extension 6520 or at home 443-9101. Send vita material to my office, 103 Ketchum.

Finally, I would like to comment on some of the objections to protesting women's salaries, which I have received from women colleagues.

1. The tight University salary budget this year makes this a poor time to raise this issue: salary money has already been allotted, and will be divided among faculty members by the chairmen. The discrepancy between male and female salaries comes directly out of the purses of women. Men are, in fact, paying us less so that they can pay themselves more. The Dean has a contingency fund to raise the salaries of faculty to raise legitimate objections. No considerations of budgets are likely to deter our male colleagues from raising their objections. We may argue that when salary funds are limited, they should be spent to rectify existing inequities.

2. Salary raises are inflationary, and the national economy is presently unstable: since faculty salaries come out of taxes, they are not inflationary as are salaries of private business. Further, adjustment in inequities will not increase total expenditures.

3. Student unrest makes this a poor time to raise additional disruptive issues: student unrest is, in part, directed against the archaic nature of some policies. Discrimination is one such policy. We are providing poor role models to our women students, and perpetuating the prejudice of our male students if we permit ourselves to be retained in low ranks and low salaries. Further the University is in a poor position to object to lawbreaking by students when it engages in illegal hiring and promotion practices. The most pervasive prejudice in this country is not white racism but male sexism. If we do not oppose it, no chivalrous man is going to do it for us. We now have the law on our side and it need only be implemented.

The fault, dear Ladies, is not with the stars, but with ourselves, if we are underlings.

SALARIES OF ARTS AND SCIENCES FACULTY 1969-1970

Boulder Campus

	Full Professor			Assoc. Professor			Asst. Professor		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Number	192	182	10	116	104	12	130	114	16
Average (mean)	16,888	16,968	15,417	12,698	12,778	12,000	10,555	10,620	10,091
d All-Women		1,471			698			464	
d Men-Women		1,552			778			529	
Median	16,860		14,100	12,525		11,800	10,500		10,175
d All-Women		2,760			725			325	
Highest		29,300	19,225		17,000	13,656		13,000	10,825
d Men-Women		10,075			3,344			2,175	
% Women		5			10			12	
Lowest		12,500	13,250		10,500	10,700		8,800	9,000
d Women-Men		750			200			200	
$\bar{X}$ Women-chairwomen		14,526							
$\bar{X}$ Women-Chairwomen, one high salary		13,586							

Distribution for Women	N	N	N
Above $19,000	1	0	0
18,000-19,000	0	0	0
17,000-18,000	3	0	0
14,000-15,000	3	0	0
13,000-14,000	3	2	0
12,000-13,000	0	3	0
11,000-12,000	0	6	10
9,000-10,000	0	1	6

Comparison of Mean Salaries of Women

in Terms of Length of Service

	Full Professor			Assoc Professor			Asst Professor	
n	Mean time in rank	Mean salary	n	Mean time in rank	Mean salary	n	Mean time in rank	Mean salary
5	4.2	16,255	6	5.3	11,750	8	2.0	9,919
5	21.6	14,786	6	25.5	12,251	8	8.5	10,262
d more recent-less recent		1,469			- 501			- 343
	No women appointed between 1956 & 1963			No women appointed between 1948 & 1961				